



Sandymoor

A fresh approach to education.

Sandymoor School Equal Opportunities for Staff Policy

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Equal Opportunities for Staff Policy

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Version History

Version	Status	Author	Date	Comments
1	Initial Draft	Gleeds	01/03/2012	Initial draft for discussion
2	First published	AGH	07/03/2012	For approval by DfE Pre-opening
3	First review	AJH	01/11/2014	First governors' review
4	Review	REA	15/10/2016	Governor's review

Review schedule: every two years, or as necessary, due to changes in relevant statutory legislation.
(Personnel Sub Committee)

Introduction and background

The Equality Act 2010 replaced all previous equality legislation such as the Race Relations Act, Disability Discrimination Act and Sex Discrimination Act. It also provided some changes about which schools need to be aware.

The Equality Act 2010 provides a single, consolidated source of discrimination law, covering all the types of discrimination that are unlawful. It simplifies the law by removing anomalies and inconsistencies that had developed over time in the existing legislation, and it extends the protection from discrimination in certain areas.

As far as schools are concerned, for the most part, the effect of the new law is the same as it has been in the past – meaning that schools cannot unlawfully discriminate against staff (or indeed pupils) because of their sex, race, disability, religion or belief and sexual orientation. Protection is now extended to pupils who are pregnant or undergoing gender reassignment. However, schools that are already complying with the law should not find major differences in what they need to do.

The exceptions to the discrimination provisions for schools that existed under previous legislation – such as the content of the curriculum, collective worship and admissions to single-sex schools and schools of a religious character, are all replicated in the new act. However, there are some changes that will have an impact on schools as follows:

Introduction of a new single equality duty to replace the previous three separate duties. This includes new specific duties which are less bureaucratic and more light-touch than previous duties, requiring schools to publish equality information and objectives.

It is now unlawful for employers to ask health-related questions of applicants before job offer, unless the questions are specifically related to an intrinsic function of the work. This means that schools should no longer, as a matter of course, require job applicants to complete a generic health questionnaire as part of the application procedure. Schools are advised to review their existing practices to ensure they are complying with both the Health Standards Regulations and Section 60 of the Equality Act.

This policy should be read, followed and used in conjunction with the Equal Opportunities for Students policy.

Statement of Intent

Sandymoor School is committed to ensuring that all members of our school community develop to their full potential, irrespective of gender, ethnic origin, creed, disability or social background. Our values reinforce this commitment.

All members of staff at Sandymoor School have equal value. We encourage a spirit of friendship and partnership which will make us sensitive to the needs and beliefs of others. Our staff are all required to reflect their commitment to equality of opportunities and anti-discriminatory practices.

We promote equality of opportunity for all our staff by;

- Demonstrating opposition to all forms of discrimination in every aspect of our operations
- Identifying and removing practices and procedures which unfairly discriminate
- Increasing awareness and positive attitudes at all levels in the school toward people experiencing discrimination

- Creating a welcoming atmosphere for all staff and visitors
- Monitoring all operations to ensure no form of discrimination or harassment is taking place
- Making provision for those with special needs by providing suitable teaching and learning locations and technical aids where appropriate

Aims

We recognise that direct and indirect discrimination might take place and therefore sees the need for a positive and effective equal opportunities policy. We will promote the concept of equality of opportunity throughout the school for those adults within our school, whatever their role or status. Our main aims include demonstrating that we all;

- Seek to develop an understanding of, and promotion of, human equality and equal opportunity
- Promote good relations between members of different racial, cultural and religious groups and communities
- Enable staff to take responsibility for their behaviour and relationships with others

Responsibilities

The governing body will monitor and review the working of the policy and procedures by allocation of duties to members of the governing body. The Principal has responsibility for the equal opportunities policy and for delegating responsibilities and tasks to other staff, and for ensuring that the policy is known and understood by staff, students and parents.

The Principal must also present general reports, statistics and incident reports to the governing body and its committees as agreed.

The SLT Curriculum Lead (The Principal) is responsible for ensuring equal opportunities in the curriculum.

All staff are responsible for following the policy and reporting incidents of unequal treatment to the appropriate senior member of staff.

Employment of Staff

Appointments

Advertisements and job specifications will all carry a statement that Sandymoor School is an Equal Opportunities employer, and welcomes applications from all posts from appropriately qualified persons regardless of sex, race, religion, disability or age; We will ensure;

- People with disabilities will be offered facilities at interviews to enable them to demonstrate their suitability for employment
- Candidates for vacant posts will be assessed against relevant criteria only, i.e. skills, qualifications and experience in selection for recruitment
- The school makes and keeps information about the sex, ethnic background, disability and age of candidates for appointments, and actual appointments

Staff Development

We will ensure;

- All employees have equal chances of training, career development and promotion
- All recruits to the organisation will be offered induction training which will include a reference to the organisation's equal opportunities policy
- Staff development opportunities will be monitored and figures presented to the governors annually, or more often if requested by the governing body
- All staff, and in particular those concerned with selection and promotion, are given equality awareness training
- People becoming disabled while in employment will be given positive help to retain their jobs or to be considered for redeployment if that is necessary

Racist or Homophobic Bullying or Incidents

- All staff have a legal duty not to bully or otherwise harass other staff
- Where staff come across incidents involving racist or homophobic bullying they must report these to the appropriate SLT member or the Principal
- The Personnel subcommittee of the Governing Body monitors at least once per term any incidents and actions taken, of racist or homophobic bullying.
- All incidents of racist or homophobic bullying amongst pupils will be taken seriously, and must be dealt with appropriately and reported to the appropriate SLT member or the Principal

Administration

- Venues for meetings will take account of the needs of all participants
- Venues for teaching and learning will take into account the particular needs of the learners and teacher/teaching assistant

Documents

- Language used in documents will reflect and promote equal opportunities and font style and size will take account of the full range of readers
- Access to documentation will include alternative formats such as disk, large print and languages other than English, if spoken or read at home

Reports to the Police

Incidents that involve racist elements which need to be reported to the police will be reported via the school's Principal.